

**State Rehabilitation Council (SRC)**  
**February 12, 2018 Meeting Minutes**  
**Division of Vocational Rehabilitation (DVR)**

**Meeting locations:**

This meeting was held at:

Videoconferencing:

Delaware Department of Labor  
Division of Vocational Rehabilitation  
4425 N. Market Street  
Wilmington, DE 19802

Delaware Department of Labor  
Division of Vocational Rehabilitation  
Blue Hen Corporate Center, Suite 2 H  
Dover, DE 19901

**SRC Council Members Present:**

Monica Edgar - Acting Chair  
Nicole Barr (Dover)  
Ellen Coulston  
Alvin Emory  
Lisa Furber  
Mila Wells Hathaway (teleconference)  
Emmanuel Jenkins (teleconference)  
Janie Libby (Dover)  
Robin McKinney-Newman  
Jackie Poquette  
Loretta Sarro  
Despina Wilson  
Alexia Wolf  
Jamie Wolfe (teleconference)

**General Attendees Present:**

Sharon Boland – DVR  
Andrea Guest – DVR  
Jocelyn Langrehr – DVR  
HarrietAnn Litwin  
Cindy Sterling

**Members Absent:**

Dale Matusevich

**Welcome**

Moni began the meeting at 12:10 p.m. by welcoming the group and thanking everyone for attending. The attendees self-introduced themselves. Andrea acknowledged it was Nicole's first meeting and pointed out that Nicole replaced Stan. Moni noted that we had four outstanding memberships pending approval from the Governor's office. She also mentioned that the DVR/SRC Luncheon in December went well. Last, Moni noted that the SRC exhibited at the recent LIFE conference in January, held at Dover Downs.

## **Director's Report**

### **New Secretary of Labor**

Andrea noted that the DOL has a new Secretary of Labor, Cerron Cade, replacing Dr. Patrice Gilliam-Johnson. Secretary Cade has experience in legislature as well as federal and state government.

### **DVR Joint Finance Committee**

Andrea stated that DVR's Joint Finance Committee budget hearing was on February 7 and uneventful.

### **HR 620**

Andrea also discussed current uncertainty and possible rollback surrounding ADA regulations. House Resolution 620, the ADA Education and Reform Act, is current legislation that rolls back powers of the ADA and rights of Americans with disabilities. If passed, this will likely have a strong impact on employment. Group members were asked to follow the issue and help dissuade support for the new legislation.

### **10 Best States for Disability Employment**

The conversation flowed *USA Today* article "the 10 best states for disability employment." The group discussed how Delaware was in the middle of the list and how the results are dependent upon research and data elements.

### **Delaware Pathways Conference**

There was a brief discussion about Pre-ETS and Transition services. Transition counselors are in every high school in Delaware. The 2018 Delaware Pathways Conference is being held on March 21 at the Chase Center on the Riverfront. DVR will be hosting two sessions. The discussion included how we need help getting students to the conference, information and connection for students with disabilities, and more education about the process.

### **Training Program with Bank of America**

The conversation shifted to WIOA and how we serve Dual Customers (Client/Business). It was noted that DVR is working with Bank of America to develop an on-site training program for the financial organization.

### **Hiring Autistic Workers**

Andrea discussed "[Hiring Autistic Workers.](#)" a recent segment she viewed on the February 11 edition of the CBS Sunday Morning show and how large companies such as Microsoft and SAP have developed successful recruitment and hiring programs for people with Autism. Some are using innovative hiring methods including virtual career fairs. She also noted that she recently met with Thorkil Sonne, founder of Specialisterne, who is retiring.

### **Subminimum Wage**

Andrea noted that KSI recently announced that they are giving up their subminimum wage certificate. This leaves two other providers (Elwyn and Chimes) remaining in Delaware.

### **ACT Teams**

Jocelyn is working with the ACT Teams, reassessing structure and checking for full assessment of services. It was noted how important it was to educate teams and clients about benefits and benefits counseling; offering education to people about their benefits will help so people do not lose their benefits.

### **Comprehensive Statewide Needs Assessment**

HarrietAnn led the group through a summary of the results of the CSNA. She noted that the assessment is required to be done on a triannual basis and thanked Moni, Stan, and Kristen for their help with the report. She briefly reviewed the main topic areas along with demographics of the respondents and conclusion. She pointed out that the least responded areas were Pre-ETS and Transition. She ended her review of the CSNA by asking SRC members to complete a review form to capture their feedback. Members completed the form and returned them to HarrietAnn while at the meeting.

### **Vision 2020**

Andrea gave a brief presentation about “Vision 2020,” a national initiative of CSAVR, in celebration of VR’s 100<sup>th</sup> birthday celebration. Vision 2020 involves all 80 CSAVR VR agencies and includes a push for competitive integrative employment, media initiatives, as well as internal and external scans. The internal scan involves maximizing staff, effectively managing policies, creating and leveraging partnerships, doing one’s best to prepare consumers, and ensuring staff is best equipped. The external scan includes the need to improve quality and perception consumers, remove inconsistencies, and to be more progressive. Andrea stated that more information will be forthcoming. The spring 2018 CSAVR Conference is being held in Bethesda, MD on April 9 – 11.

### **Rescheduling April SRC meeting**

Due to the timing of the CSAVR conference, the group decided to reschedule the next SRC meeting from April 9 to April 2.

### **Approval of October 2017 SRC Minutes**

Last, the group approved the October minutes. Jackie made a motion and Ellen seconded.

The meeting adjourned at 1:40 p.m.

**-END-**

The next meeting is April 2.

### **2018 Meeting Schedule**

June 11, August 13, October 8, December 10